

C-700
4/12/2013

2013 CITY OF SAN JOSE – AEA NEGOTIATIONS (Units 41/42 and Unit 43)
TENTATIVE AGREEMENT

CITY PROPOSAL #11- PERSONAL PROTECTIVE FOOTWEAR

Proposed Language

ARTICLE 14 PERSONAL PROTECTIVE FOOTWEAR

- 14.1 The City agrees to reimburse eligible employees for the purchase of protective footwear for up to \$150 for full-time employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the full-time employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection- Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year. An individual may select an approved style that is more expensive than the City maximum by paying the difference. The City agrees to make available all required personal protective equipment when needed during the normal course of work (i.e., protective eyewear, protective footwear) in compliance with Cal-OSHA regulations and upon approval of the Department Director or designee.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY

FOR THE UNION

Alex Gurza
Deputy City Manager

John Mukhar
President
AEA, IFPTE Local 21

Date

Date

Michael Seville
Business Representative
IFPTE Local 21

Date